

**COUNTY OF WARREN
LOCAL LAW NO. 4 of 2008**

**A LOCAL LAW ADOPTING AND RATIFYING CERTAIN EMPLOYEE BENEFITS FOR
COUNTY EMPLOYEES OUTSIDE VARIOUS BARGAINING UNITS**

BE IT ENACTED, by the Board of Supervisors of the County of Warren, New York, as follows:

SECTION 1. TITLE. This Law shall be entitled "A Local Law Adopting and Ratifying Certain Employee Benefits for County Employees Outside Various Bargaining Units".

SECTION 2. LEGISLATIVE INTENT AND PURPOSE. This Local Law is enacted to adopt and ratify certain employee benefits adopted by the Warren County Board of Supervisors in Resolution No. 308 of 1996 (most recently amended by Resolution No. 820 of 2004), Resolution No. 589 of 2004, and Resolution No. 30 of 2008, relating to County employees outside various bargaining units. A local law is necessary which adopts such employee benefits and ratifies the past Board actions relating to said benefits in order to give full effect and authority to the clauses in said personnel policies relating to: (1) the cash payment of the monetary value of accumulated and unused sick leave upon retirement; and (2) course/tuition reimbursement.

SECTION 3. AUTHORITY. This Local law is enacted under the authority of Section 10 of the Municipal Home Rule Law of the State of New York.

SECTION 4. ACCUMULATED SICK LEAVE BENEFITS.

A. Any employee who is not represented by a union or collective bargaining agreement, with the exception of Sheriff's Office employees and elected officials, who

has not used all of his/her accumulated sick leave at the time of his/her retirement, shall be paid in cash at the hourly rate then in effect, for one-half (1/2) of the accumulated sick leave to his/her credit, with a maximum of seventy (70) days to be paid in cash.

B. Any non-bargaining unit employee of the Sheriff's Office who has not used all of his/her accumulated sick leave at the time of his/her retirement shall be paid in cash at the hourly rate then in effect, for one-half (1/2) of the accumulated sick leave to his/her credit, with a maximum of ninety (90) days to be paid in cash.

SECTION 5. JOB-RELATED COURSE BENEFIT.

A. County employees who are not represented by a union or collective bargaining agreement, with the exception of Sheriff's Office employees and elected officials, shall be allowed to take job related courses with the prior approval of the County Board of Supervisors. Upon satisfactory completion of the course with a "C" grade or better, the County shall reimburse the employee for fifty percent (50%) of the cost for tuition and fees incidental to taking the course.

B. Non-bargaining unit employees of the Sheriff's Office shall be allowed to
to
take job-related courses with the prior approval of the County Board of Supervisors. Upon satisfactory completion of the course with a "C" grade or better, the County shall reimburse the employees for 50% of the cost of tuition and fees incidental to taking the course. If an employee does not work for at least eighteen (18) consecutive months after completing a course for which the County has reimbursed the employee for 50% of the cost of tuition and fees, the employee will refund the County the total amount paid by the County to the employee.

SECTION 6. RATIFICATION OF PREVIOUS ACTIONS TAKEN RELATING TO BENEFITS ADOPTED.

Any previous actions taken by the Warren County Board of Supervisors by resolution with regard to the provisions of Sections 4 and 5 of this local law are hereby ratified.

SECTION 7. INCONSISTENCIES WITH OTHER LAWS/SEVERABILITY.

If any clause, sentence, paragraph, or section of this local law shall be held invalid by any court of competent jurisdiction, or the application of this local law to any person or set of circumstances shall be held invalid, such validity or judgment shall not effect, impair, or invalidate the remainder thereof, but shall be confined in its operation directly involved in the controversy in which the judgment shall have been rendered. To further this end, the provisions of this local law are hereby declared to be severable.

SECTION 8. EFFECTIVE DATE. This Local Law shall take effect immediately upon filing with the Secretary of State.